

IN THE UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF TENNESSEE
DIVISION

NORMAN SULLIVAN

1:06 -CV-63
HSM/WBC

(Enter above the NAME of
the plaintiff in this action.)

v.

WAFFLE HOUSE 58 HWY

PATRICK CLARK

JEREMY GOFORTH

DAVID MILLER

(Enter above the NAME of
each defendant in this action.)

COMPLAINT FOR VIOLATION OF CIVIL RIGHTS
(42 U.S.C. Section 1983)

I. PREVIOUS LAWSUITS

- A. Have you begun other lawsuits in state or federal court dealing with the same facts involved in this action or otherwise relating to your imprisonment? YES [] NO [☒]
- B. If your answer to A is YES, describe the lawsuit in the space below. (If there is more than one lawsuit, describe the additional lawsuits on another piece of paper, using the same outline.)

1. Parties to the previous lawsuit:

Plaintiffs _____

Defendants _____

2. Court (If federal court, name the district; if state court, name the county):

3. Docket Number: _____
4. Name of judge to whom case was assigned: _____
5. Disposition: (For example: Was the case dismissed? Was it appealed? Is it still pending?) _____
6. Approximate date of filing lawsuit: _____
7. Approximate date of disposition: _____

II. PLACE OF PRESENT CONFINEMENT:

Hamilton County Jail

- A. Is there a prisoner grievance procedure in this institution?
YES ☒ NO ☐

- B. Did you present the facts relating to your complaint in the state prisoner grievance procedure? YES ☐ NO ☒

- C. If your answer is YES,

1. What steps did you take? _____

2. What was the result? _____

- D. If your answer to B is NO, explain why not. Incident happened before incarceration

- E. If there is no prison grievance procedure in the institution, did you complain to prison authorities? YES ☐ NO ☒

- F. If your answer is YES,

1. What steps did you take? Complained to District Manager filed Complaint with Human Rights Commission

2. What was the result? I ASKED FOR EEOC letter to SUE I FELT UNFAIR QUESTIONING. NO CONCERN IF I WAS JUST

III. PARTIES

(In item A below, place your name in the first blank and place your present address in the second blank. Do the same for any additional plaintiffs.)

A. Name of plaintiff: NORMAN SULLIVAN
Present address: 601 WALNUT ST. CHATT. TENN. 37402
Permanent home address: N/A

Address of nearest relative: 410 ROBERT STREET DERISHA DRIVER. CHATT. TENN 37404

(In item B below, place the FULL NAME of the defendant in the first blank, his official position in the second blank, and his place of employment in the third blank. Use item C for the additional names, positions, and places of employment of any additional defendants.)

B. Defendant: CLARK, PATRICK
Official position: MANAGER
Place of employment: WAFFLE HOUSE 58 HWY

C. Additional defendants: JEREMY GOFORTH. COOK MANAGER
WAFFLE HOUSE 58 HWY DAVID MILLER. DISTRICT MANAGER
WAFFLE HOUSE 58 HWY

IV. STATEMENT OF CLAIM

(State here as briefly as possible the FACTS of your case. Describe how EACH defendant is involved. Include also the names of other persons involved, dates and places. DO NOT give any legal arguments or cite any cases or statutes. If you intend to allege a number of related claims, number and set forth each claim in a separate paragraph. Use as much space as you need. Attach extra sheets, if necessary.)

Racial Work Discrimination, By Patrick Clark.
that started the day he come to work at RESTAURANT. I spoke to the
NEW MANAGER. MR CLARK HE ACTED AS IF I WASNT EVEN THERE. ONE OF THE OTHER

STATEMENT OF CLAIM (Continued)

EMPLOYEES WERE PRESENT Michelle whom looked at me like what you do to him. it went on for 3 days. The other Emp. seen this also. then he would speak to my Ft. Supervisor to me while I was present. I asked if something was wrong he says No. But when he spoke to the white Emp. was with smiles soon as I come around his whole character change. Like why you speaking to me. But he seen a peace with me and all the other Emp. he to a point Tried to relax. Didnt work. Difference was already in his mind so when he did speak to me it was always Complaints, some Fabricated stories. His showing to the other Emp. A dislike to me and with the Customers. Now the Inmates stealing. Not doing there part of the job. Patrick takes it out on me. But Im smarter Im not gone give you what you want I yes sir No sir. The white Customers the come Everyday to one section I have to work that section. They act like Im some kind of disease. call Patrick whispers something to him. He ask me to take another Section. I speak on it. That aint right they dont want me to serve them cause Im Black. They need to be told to leave the store there was no other reason so for 1st shift the Blacks was kept from that section. I overbroke. then I start getting less work. The busy night I worked since I been there now they go to Patrick for position. The schedule change Im no longer on Wed I go to Patrick. He Apologizes I explain to him. I know you favor them but thats my position. so he starts making complaints about my clothes. I am very well groomed & well mannered, that costed me a day of work. My head Net to thuggish A regular stocking cap. that fit snug Dont hang. Im the only Emp. wore that Net out of respect to the Customers handling there food. I loose more days. My Sweater do look right. No its to Black what you mean. loose it or go home. But the white Girl of my shift wear her Black sweater No problem. its cold in there. so it continues more so after I went to the District Man. David Miller. who says I just got him mistaken He Not like that okay No theft. No write-Ups why Top From working everyday

to now working 4 days a week. Then to 4 days a month which is when I went to get another job. Now he Patrick. Find tickets of mine the day after I worked money still with it. He calls me in to tell me he believe some body trying to set me up. I tell him yes they are they don't like I'm a excellent server. Highest paid in tips and they no they do any thing say my name you gone jump to punish me. Everybody know you dislike me. Just like they know because I'm black. No other reason. and taken advantage of the situation. so tickets stop dissappearing since I wasn't fired so he starts say my family can't come to the rest. no more well in my section. And they pay every time but the white emp. feeding there family + friends + buying drugs with the store food. I tell Patrick. He says nothing to them. I've never come across town to hang out at the store when I wasn't working I got a life. But now I come one time during lunch from another side job and I can't but all day and night all the employees at that store long as I been there and setting with Patrick. So since nothing its keep saying he tells his trainer Michelle in front of me in advertintly that he don't fire people I force them to quit - no work - the whole staff laughing with him but aint no body but me losing work. I was the only problem I was there to much still as far as black empl. there were two black girls on 1st shift but the big bosses were in the store on the nice then. So he bring in some workers from other stores a floor manager for the shifts. He bring Jeremy whom later finds out he's a crack addict. Patrick accuses him while I'm present of trying to break in the office safe. He's still there long enough to see opportunity. Use me Patrick already let him know. and Jeremy tells me. I'm who Jeremy used to ask the black come in the store look like dealers if they had something and he would pay me. He Jeremy steals \$40.00 out the register. Tels Patrick it was me I loose another week of work. I come to find out why I'm not on the schedule. They panic at the store Jeremy in the back saying I'm gone beat him up for snatching. Then when Patrick gets there I go outside with him. Tell him some things Jeremy had to tell me. And that Jeremy was gone take the \$40.00 before I left work. I live him the \$40.00 I had in tips tell him to give it back to me when he see his wife or when Patrick come. He stills it anyway so Patrick go check the register tape to see the money was gone. After I left the store. I said he don't have the \$40.00 he owe me and know they can tell you any thing about me. I go to the district man. again he Discriminating against me. and now everybody taken advantage of the issue and I see it about to cost me my freedom. He said Hell talk to Patrick and he does cause now he keeps making comments call David or the Area Manager Mike. So July the 6th I work I explain to Patrick I can't work til 6 AM I never did get them through Rush I get to go. Rush hour is when all the blacks from the clubs come in. Long as I get them Every thing okay I know I was used as a token for 3rd shift but I liked my job. I leave as usual and makes sure Al the cook man. that night knew it. I come to work the next day Patrick say I don't have a job I quit left before I was suppose to and with no permission. I tell him I did have permission. This way July the 7th the only complaint as to why I have no job. Al comes to work as I'm leaving the store asks where I was going they need me for 3rd shift. I tell him what Patrick said he told me to

CONT FROM PAGE 5 STATEMENT OF CLAM

AL. WANTED ME TO COME BACK INTO THE RESTAURANT HE WAS MAD SAID COME ON I'LL TELL HIM IN HIS FACE I HAVEN'T SAID NOTHING LIKE THAT NOW THERE'S AN AFFIDAVIT FROM AL TO SUPPORT PATRICK.

Now the day AFTER THE 6th only thing wrong ME LEAVING EARLY. I check the next schedule for the 12th Now I haven't been to work because MONEY WAS MISSING the 6th of July AND A WARRANT FOR MY ARREST FOR STEALING almost \$300.00, and An Affidavit from JEREMY BOFORTH again this time claiming at 3:00 clock in the morning he sees me pull A Hanger OUT OF MY Pocket and try to get in the Drop Box. COME ON BUT I TALKED WITH JEREMY WHO CALLS ME BETWEEN July the 15-25 One Night. tell me he was out of Town And Don't know nothing About An Affidavit. I KNEW HE WAS LYING BUT THIS WAS AN ATTEMPT TO HARM + GET RID OF ME BY PATRICK BECAUSE OF A PERSONAL Dislike FOR ME that couldn't of BEEN Nothing But the Color of My skin WE NEVER KNEW EACH OTHER BEFORE AND DURING all the Ignorance he put me through because of An Ignorant Mindset. I TRIED to break the Ice with Patrick I Fight Racism with kindness and A No-Response to their WANTS. I EVEN SHOWED MR CLARK pictures of My Family well I was showing them to CHRIS STEVENS AND Patrick comes up. I show them My wallet w/ the Picture of ME AND My wife AND step kids. He drops My wallet on the Floor My wife is white. IT'S FUNNY it's still lost people to DEAL with And it HAS Costed Me My Job. ALL MY RENTAL FURNITURE THAT I HAD TO RETURN CAUSE I COULDN'T AFFORD it. AND My Job THAT WAS Problemless BEFORE He CAME I know DAVID MILLER WASN'T A PART OF THIS BUT He SHOULD OF DONE MORE TO SEE. I worked for You. FIVE. Now When He Come From the Time He CAME it's BEEN PROBLEMS something had to Appear wrong with that picture.

Now Along with UNRELATED Incidents I LOSE My FREEDOM HAVING TO TURN MYSELF IN TO DETECTIVES whom ALSO KNEW something wrong with this picture charge Me for something 2 weeks later. So I go to Un-Employment Patrick tells UN-EMP. about the charge They TOLD Him You HAVE Nothing to Justify what he WAS Accusing Me OF AND GRANTED ME BENEFITS for July Aug. Sept.

And Patrick still claim I worked there til Sept. LIES - ALL LIES TO Excuse how this situation Got to where it is. BECAUSE this still Holding On to, Not Liking somebody because of the Color of their skin.

TO Whom it CONCERN - we do not HAVE the Day + Dates because we WASN'T Planning on this Suit. I Remember the Incidents CAN NEVER FORGET THEM..

V. RELIEF

(State BRIEFLY exactly what you want the Court to do for you. Make no legal arguments. Cite no cases or statutes.)

Monetary Compensation

SIGNED THIS 15 DAY OF JAN, 2006

Norman Sullivan
SIGNATURE OF PLAINTIFF

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT.

1-15-06

DATE

Norman Sullivan
SIGNATURE OF PLAINTIFF

YOU ARE RESPONSIBLE FOR KEEPING THE COURT INFORMED IMMEDIATELY OF ANY ADDRESS CHANGES. FAILURE TO PROVIDE YOUR CORRECT ADDRESS TO THIS COURT WITHIN TEN (10) DAYS FOLLOWING ANY CHANGE OF ADDRESS WILL RESULT IN THE DISMISSAL OF THIS ACTION.



STATE OF TENNESSEE
HUMAN RIGHTS COMMISSION
CENTRAL OFFICE
Cornerstone Square Building, Suite 400
530 Church Street
Nashville, Tennessee 37243-0745
Phone 615/741-5825 Fax 615/532-2197

Norman Sullivan
6 T H
Hamilton County Jail
601 Walnut St.
Chattanooga, TN 37402

Vs.

Choo Choo Waffles, LLC (Waffle House)
ATTN: Jeff Allen, V. P. Human Resources
Collis Foods
1021 Cambridge Sq.
Alpharetta, GA 30004

THRC# 402125A

EEOC# 25AA500510

NOTICE OF ADMINISTRATIVE CLOSURE


The above captioned complaint has been administratively closed by the Tennessee Human Rights Commission for the reason marked:

- _____ The Complainant has withdrawn the complaint.
- X _____ The Complainant has requested an EEOC Right to Sue Letter.
- _____ The Complainant has filed suit in Chancery Court or Circuit Court, or in Federal District Court.
- _____ The Complainant has failed to cooperate with the investigation.
- _____ The Complainant cannot be located.
- _____ The Tennessee Human Rights Commission does not jurisdiction in the matter.
- _____ The parties have negotiated a settlement of the complaint.
(See Settlement Agreement)

DEC 20 2005

Date

On Behalf of the Commission:


Executive Director

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

To: **Norman A. Sullivan**
6 T H
Hamilton County Jail
601 Walnut Street
Chattanooga, TN 374012

From: **Memphis District Office - 490**
1407 Union Avenue
Suite 621
Memphis, TN 38104



On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR § 1601.7(a))

Charge No.	EEOC Representative	Telephone No.
25A-2005-00510	V. Paulette Wilson Deferral Coordinator	(901) 544-0147

(See also the additional information enclosed with this form.)

NOTICE TO THE PERSON AGGRIEVED:

Title VII of the Civil Rights Act of 1964 and/or the Americans with Disabilities Act (ADA): This is your Notice of Right to Sue, issued under Title VII and/or the ADA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII or the ADA **must be filed in federal or state court WITHIN 90 DAYS** of your receipt of this Notice or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)



More than 180 days have passed since the filing of this charge.



Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of the charge.



The EEOC is terminating its processing of this charge.



The EEOC will continue to process this charge.

Age Discrimination in Employment Act (ADEA): You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, **the paragraph marked below applies to your case:**



The EEOC is closing your case. Therefore, your lawsuit under the ADEA **must be filed in federal or state court WITHIN 90 DAYS** of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost.



The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of your charge, you may file suit in federal or state court under the ADEA at this time.

Equal Pay Act (EPA): You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

If you file suit based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission

Danny G. Harter

Danny G. Harter
 District Director

JAN 11 2006

(Date Mailed)

Enclosure(s)

cc: **Joe E. Manuel, Attorney**
147 North Market Street, Suite C
Chattanooga, TN 37405

**INFORMATION RELATED TO FILING SUIT
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.
If you also plan to sue claiming violations of State law, please be aware that time limits and other
provisions of State law may be shorter or more limited than those described below.)*

Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),

PRIVATE SUIT RIGHTS --

or the Age Discrimination in Employment Act (ADEA):

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: backpay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/00 to 12/1/00, you should file suit before 7/1/02 -- not 12/1/02 -- in order to recover unpaid wages due for July 2000. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA backpay recovery period.

ATTORNEY REPRESENTATION -- Title VII and the ADA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.